



SITUATION LABS INC

CEO Intelligence Report

A place when you need that moment.

PREPARED FOR

Corporate Operations Team

February 12 May 12, 2026

Engagement

Burnout Risk

Retention

Alignment

Prediction

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The Business Picture

What happened. What it means. What to do next.

CEO HEADLINE

The primary business risk is invisible morale combined with boundary pressure. This can reduce execution speed, trust, and retention visibility simultaneously.

RETENTION RISK

HIGH

EXECUTION DRAG

WATCH

ORG ALIGNMENT

38/100

ENGAGEMENT SCORE

How actively the team is participating and expressing in

13%

Low visibility activate the silent segment before signals become

BURNOUT RISK

Combined stress and fatigue signals detected from team

40%

Elevated. Workload review and recovery time recommended this

PREDICTION DIRECTION

Forward-looking risk based on silence, stress, after-hours, and

DECLINING

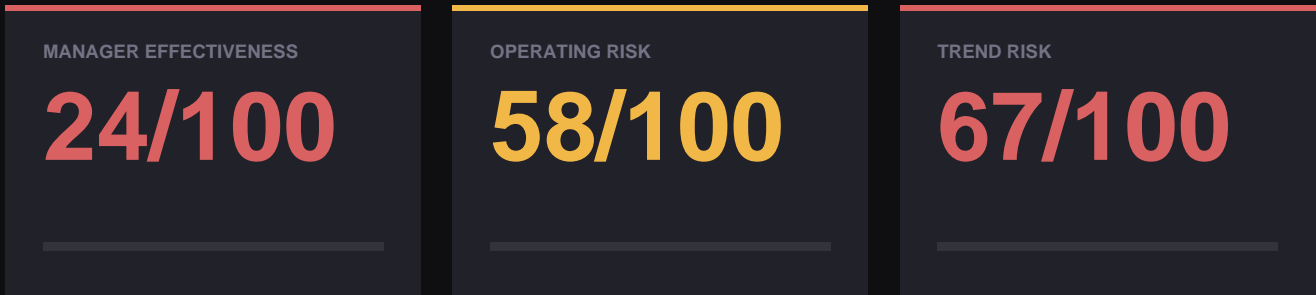
Execution drag and hidden disengagement may increase in the

TOP ACTION THIS CYCLE

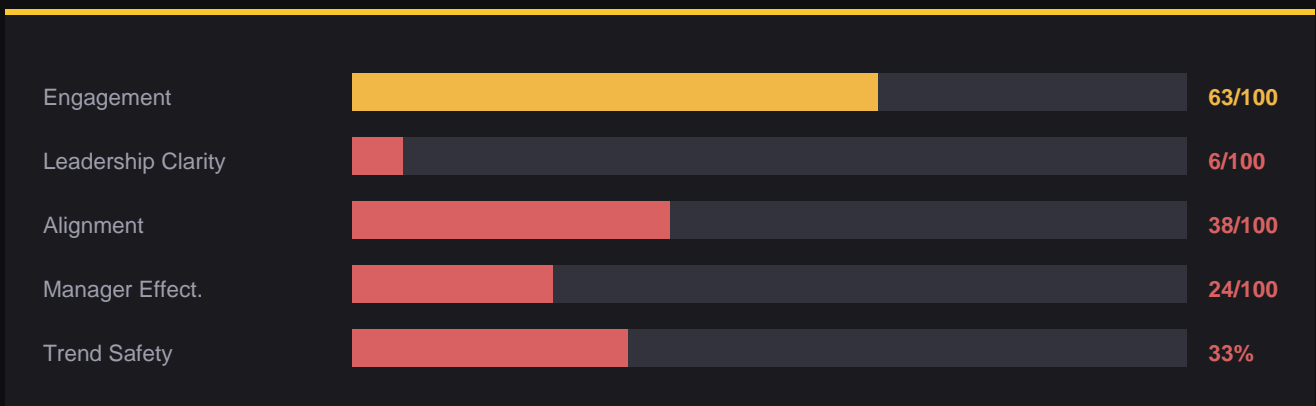
Activate the silent majority with one lightweight team prompt this week.

Team Operating System

How the team is running beneath the surface.



ENTERPRISE PILLARS



MANAGER EFFECTIVENESS

A proxy score for how well leadership conditions support team expression and participation.

24/100

Low. Managers should prioritize psychological safety and decision clarity.

OPERATING RISK

Friction risk derived from after-hours activity, venting, ambiguity signals, and stress load.

58/100

Moderate friction. Watch for escalation over the next two weeks.

Six Key Signals

Each signal: what it is, what it measures, the number, and what it means for you.

PSYCHOLOGICAL SAFETY

Whether team expression appears open, guarded, or suppressed.

63/100

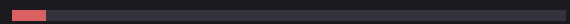


Expression may be guarded. Review whether leadership conditions allow honest voice.

LEADERSHIP CLARITY

Whether ambiguity, questions, and venting suggest unclear direction from leadership.

6/100

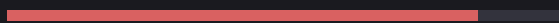


Low clarity. Prioritize decisions, close open loops, and be explicit about direction.

AFTER-HOURS ACTIVITY

What percentage of team posts happen outside standard working hours.

85%

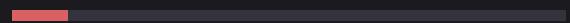


High. Boundary erosion is a real risk review workload expectations.

PEER RECOGNITION

How often team members celebrate birthdays, wins, and milestones in the breakroom.

10%



Some recognition present. One proactive appreciation moment can amplify this.

CROSS-TEAM COLLABORATION

What percentage of breakroom posts come from members of other teams.

92%

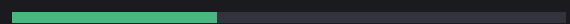


Culturally magnetic. Other teams are engaging here a leading health signal.

QUIET DRIFT

Whether the silent segment of the team is growing week over week.

-13%



Silence is stable or shrinking. Participation is holding ground.

Who Does What

Role-specific next steps derived from the signal pattern.

CEO

Owns the culture direction and business risk frame.

Activate the silent majority with one lightweight team prompt this week.

CIO

Owns operating health and adoption risk.

Inspect where silence may conceal delivery or adoption risk.

HR

Owns participation, belonging, and recognition.

Design a low-pressure prompt to increase participation without forcing disclosure.

Manager

Owns team cadence and day-to-day clarity.

Clarify priorities, ask one open question, and close the loop publicly.

What Comes Next

Forward-looking signal and signal reliability.

SIGNAL NAME: PREDICTION DIRECTION

What it means: A forward-looking risk estimate based on silence, stress, after-hours pressure, and recovery patterns.

DECLINING

So what: Execution drag and hidden disengagement may increase in the next 23 weeks unless leaders intervene.

TOP RISKS THIS CYCLE

Hidden morale: 87% of team is not visible in the signal.

Boundary pressure: 85% of posts outside work hours.

Leadership clarity gap may be slowing execution.

TOP OPPORTUNITIES

Cross-team activity (92%) is a cultural bridge amplify it.

Increase recognition to strengthen belonging and retention.

Protect contributor momentum and broaden the posting base.

SIGNAL CONFIDENCE

CONFIDENCE

MEDIUM

ACTIVE SEGMENT

13%

SILENT SEGMENT

87%

Useful directional readout. Keep watching the next cycle.



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